

USA FIELD HOCKEY
ATHLETE SELECTION PROCEDURES
Pan American Games 2023
Women's Hockey
September 19, 2022

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the Team:

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of nomination.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Olympic Committee (IOC), International Paralympic Committee (IPC), Pan American Sports Organization (Panam Sports) or Americas Paralympic Committee (APC) standards for participation:

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the Olympic Charter (Rule 41), the IPC Handbook (Section 2, Chapter 3.1), the Panam Sports Constitution (Article 34.4-7), or the Americas Paralympic Committee bylaws (Chapter 2.4.12 of the IPC Handbook).

1.1.3. Minimum International Federation (IF) and/or Continental Federation (CF) (PAG and PPAG only) standards for participation (if any):

None

1.1.4. Other requirements (if any):

- Athlete must be a member, in good standing, of USA Field Hockey and must satisfy the eligibility requirements of the USOPC, PAHF and FIH.
- Athlete must successfully complete all Games Registration requirements by stated deadline.

- Any athlete age 18 or older will be required to undergo a background screen in accordance with the current USOPC Background Check Policy.
- Any athlete age 18 or older as of the Closing Ceremony will be required to remain current with the U.S. Center for SafeSport’s education and training requirements in accordance with the USOPC Athlete Safety Policy.

1.2. Tryout Events:

1.2.1. Event names, dates and locations of all trials, competitions, and camps to be used as part of the selection process:

- USAFHWHP selection event in May 2023
- WNT Training between June 1st and September 17th 2023
- All WNT scrimmages and international matches between June 1st and September 17th 2023. Dates and locations for the scrimmages and international matches will be announced at <https://www.teamusa.org/USA-Field-Hockey> at least 45 days in advance.

In addition to the events listed above, the Women’s Field Hockey High Performance Staff may use observations and information from the most recent two NCAA D1 Seasons and Women’s Professional Matches where U.S. Players are competing.

Please also see Section 1.3. for the selection timeline and list of evaluative events.

1.2.2. Describe how athletes qualify for the events listed in 1.2.1.:

The USAFH Women’s Pan American Games Team (USAFHWPGT) will be selected from the pool of athletes in the USAFH Women’s High Performance Program (USAFHWHP) to be selected in May 2023.

The USAFHWHP 2023 will be selected from:

- The pool of 38 athletes that were selected as members of the USAFHWHP in July 2022.
- Additional athletes invited to a USAFHWHP trial to be held in Charlotte, North Carolina, in May 2023.

The following evaluative events will be used for the selection of additional athletes to attend the USAFHWHP trial in May 2023:

- The NCAA Division 1 College Field Hockey Fall 2022 Season

- The USA Field Hockey U21 and Development Camp in January 2023.
- In addition, athletes may be selected to join the USAFHWHP at any point in time based on the Selection Criteria outlined in 2.2 through ongoing observation at any events that USAFH eligible athletes are competing in, including domestic, international, club, college, high school, or indoor matches.

1.3. Step-by-step description of the selection process for these Games (include maximum Team size):

Step 1 - Selection to the USAFHWHP in May 2023

Athletes will be selected to the USAFHWHP in accordance with the Selection Criteria outlined in 2.2, through observation at the USAFHWHP Trial to be held in May 2023 in Charlotte, North Carolina.

In addition, athletes may be selected to join the USAFHWHP at any point in time based on the Selection Criteria outlined in 2.2 through ongoing observation at any events that USAFH eligible athletes are competing in, including domestic, international, club, college, high school, or indoor matches.

Step 2 - Selection to the USA Field Hockey Women's Pan American Games Team (USAFHWAGT - 16 Athletes)

Using the criteria in Section 2, and process in this document, the USAFHWAGT will be selected from the members of the USAFHWHP selected in May 2023 or as added to the USAFHWHP through ongoing observation outlined in Step 1.

Once selected to the USAFHWHP in May 2023, athletes will be observed at:

- WNT Training between June 1st and September 17th 2023
- All WNT scrimmages and international matches between June 1st and September 17th 2023. Dates and locations for the scrimmages and international matches will be announced at <https://www.teamusa.org/USA-Field-Hockey> at least 45 days in advance.
- In addition to these events listed above all events listed in Section 1.2.1 will be considered for observation

2. DISCRETIONARY SELECTION

2.1. Rationale for utilizing discretionary selection (if any):

The multi-faceted nature of team sports makes solely objective criteria very difficult to define, and thus there will be a significant component of discretionary decision making with regard to final selection. The criteria below are weighted against the requirements of a senior international player at world podium level. The criteria are not a nationwide comparison.

2.2. Define the discretionary criteria to be used (if any):

This criteria is intended to provide transparency as to the factors which contribute to the selection for the USAFHWHPP and the USAFHWPAGT.

The length and intensity of the program surrounding senior international hockey requires self-motivated, self-disciplined, dedicated players who only require themselves to motivate their training and play. The pride and passion of players representing their country should be evident to all in what they do day-to-day.

In addition, the areas set out below are those identified by the Head Coach and Recommendation Panel as fundamental to selection for Team USA.

a. Technical

- I. Demonstrates sound basic skills under pressure
- II. A high level proficiency in one playing line, and an ability to effectively play more than one position across and through playing lines
- III. Demonstrates a high level of technical skill relevant to their primary playing position
- IV. High level set piece skills in both attack and defense

b. Tactical

- I. Understands and implements tactical instructions
- II. Learns and is aware of options within a system of play
- III. Understands playing philosophy; believes in it and commits to it
- IV. Demonstrates an ability to make sound decisions under pressure

c. Physical

- I. Athletically capable
- II. Positive work ethic, both on and off pitch
- III. Physically robust in tournament scenarios and challenging climatic conditions

d. Mental

- I. Takes individual responsibility
- II. Has a high level of self-awareness
- III. Open minded to new ideas and concepts
- IV. Selfless, supportive in attitude towards team members and staff both on and off pitch

e. Impact

- I. Consistently has a positive impact on the outcome of matches played
- II. Positively contributes to the balance of strengths and capabilities in the squad

- 2.3. Name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles:

Recommendation Panel and Selection Committee

A list of 24 athletes will be recommended by the Recommendation Panel on or before September 10, 2023, using the process and criteria in this document to the Selection Committee.

From the list of 24 athletes recommended on or before September 10, 2023, the 16 athletes who will be selected for the USAFHWPAGT will be recommended by the Recommendation Panel, using the process and criteria in this document, to the Selection Committee for finalization.

The Recommendation Panel is:

- a. WNT Head Coach
- b. WNT Assistant Coach
- c. Up to two specialists as appointed by the Head Coach

The Selection Committee for the 2023 Pan American Games is:

- a. USA Field Hockey WNT Head Coach
- b. USA Field Hockey Athlete's Advisory Council Representative
- c. USA Field Hockey High Performance Director

- 2.3.1. Process that will be used to identify and handle any potential conflicts of interest involving a member of the committee:

All members of the selection committee must comply with the NGB/PSO's conflict of interest policy, to include completing and submitting a disclosure form for review by the NGB/PSO's Ethics Committee prior to convening the committee.

Any member of the selection committee who has an actual, possible, or perceived conflict of interest must disclose it to the NGB/PSO's Ethics Committee prior to the start of the selection process and/or recuse him/herself from the review process and/or voting. A conflict of interest exists when a personal, family, financial, professional, club, team or business interest of the committee member poses a direct or indirect relationship, connection, or affiliation, past or present, with an athlete in contention for the applicable team selection that could compromise the committee member's ability to participate in the selection process in an unbiased manner. If a conflict exists, the NGB/PSO's Ethics Committee shall

review the conflict and determine the committee member's level of involvement (e.g., whether that committee member must recuse him/herself from participating in discussions and/or voting). For example, if it is determined that a committee member must recuse him/herself from voting, the Ethics Committee may still determine that a committee member who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by the selection committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and so long as the committee member with the conflict of interest does not vote toward the final decision. The committee member must not otherwise influence other members of the committee in the selection process.

Additionally, any person (including any potentially impacted athlete or coach of a potentially impacted athlete) with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to USA Field Hockey's Ethics Committee. Reports may be made anonymously. No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.

Any recused individual shall be replaced in accordance with the NGB/PSO selection committee appointment process.

3. REMOVAL OF ATHLETES

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOPC, the USA Field Hockey has jurisdiction over potential nominees.

An athlete who is nominated to the Team by USA Field Hockey may be removed for any of the following reasons, as determined by USA Field Hockey:

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USA Field Hockey CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Field Hockey. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Field Hockey, his/her injury will be assumed to be debilitating and he/she may be removed.
- 3.1.3. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.
- 3.1.4. Violation of the USA Field Hockey Women's National Team Handbook (provided upon request to the National Team Manager or High Performance Director).
- 3.1.5. Violation of the USA Field Hockey Code of Conduct (Attachment A)

- 3.1.6. Non-compliance with the eligibility requirements listed in Section 1.1. of these selection procedures.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Field Hockey Bylaws (USAFH Bylaw Article 17.1.2.) and the USOPC Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable NGB/PSO Code of Conduct, the USOPC's Code of Conduct and Grievance Procedures apply. The USOPC's Code of Conduct is included in the Games Forms made available prior to the respective Games; the USOPC's Grievance Procedures can be found at:

www.teamusa.org/Footer/Legal/Governance-Documents

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, IPC, Panam Sports, APC, WADA, IF, USADA and/or USOPC anti-doping protocol, policies and procedures, as well as the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy and USA Field Hockey's SafeSport policies, as applicable.

4. REPLACEMENT OF ATHLETES

- 4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:

- 4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Should a replacement athlete be required, an athlete from the USAFHPP will be selected by the Selection Panel and recommended to the Selection Committee in accordance with the Selection Criteria and the requirements of the team.

- 4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Should a replacement athlete be required, an athlete from the USAFHPP will be selected by the Selection Panel and recommended to the Selection Committee in accordance with the Selection Criteria and the requirements of the team.

5. SUPPORTING DOCUMENTS

USA Field Hockey will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the Games.

6. REQUIRED DOCUMENTS

In addition to the USOPC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Olympic, Paralympic, Pan American or Parapan American Games (include as attachments or provide links):

- USA Field Hockey Women's National Team Handbook (provided upon request to the National Team Manager or High Performance Director).
- USA Field Hockey Code of Conduct (Attachment A)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by the USA Field Hockey in the following public location(s):

7.1. NGB/PSO Web site: usafieldhockey.com

These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOPC.

8. DATE OF NOMINATION

Nomination of athletes, including replacements, will be announced to all athletes and submitted to the USOPC on or before:

A list of 24 athletes will be submitted on or before September 10, 2023

The final list of 16 and replacements will be submitted on or before September 17th 2023.

9. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition:

The location, schedule and duration of mandatory training and/or competition will be released on 1st April 2023. This is prior to athletes being selected to the USAFHWHP in May 2023 and subsequently to the 2023 USAFHWPAGT.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, Panam Sports, APC, WADA, IF, USADA and USOPC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, Panam Sports, APC, WADA, IF, USADA and USOPC rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group was responsible for creating these Selection Procedures:

- a. USA Field Hockey WNT Head Coach
- b. USA Field Hockey Athlete's Advisory Council Representative
- c. USA Field Hockey High Performance Director

12. USA Field Hockey BYLAWS AND GRIEVANCE PROCEDURES

The USA Field Hockey Bylaws and Grievance Procedures can be found at:

<https://www.teamusa.org/usa-field-hockey/about/corporate-docs>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, Panam Sports, APC, as applicable, and/or FIH rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, Panam Sports, APC, as applicable, and/or FIH rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Field Hockey. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures may require revisions, pursuant to their resubmission to the USOPC.

14. ATHLETE OMBUDS OFFICE



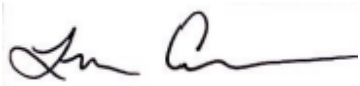
The Athlete Ombuds Office provides cost-free, independent and confidential advice regarding athlete rights, grievance procedures and any other related guidance pertaining to selection procedures and can assist in mediating disputes between athletes and their NGB/PSO.

To contact the Athlete Ombuds Office:

PHONE: (719) 866-5000
 EMAIL: ombudsman@usathlete.org
 WEBSITE: www.usathlete.org

15. USA Field Hockey SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Field Hockey.

Position	Print Name	Signature	Date
NGB/PSO President or CEO/Executive Director	Simon Hoskins		10.6.22
USAFH WNT Head Coach	David Passmore		10.10.22
USOPC Athletes' Advisory Council Representative*	Lauren Crandall		10-9-22

* If the USOPC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/PSO, he/she may submit those reasons in writing to his/her USOPC Sport Performance Team.

* If, for some reason, a sport does not have an elected USOPC AAC Representative, the NGB/PSO must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

Code of Conduct

1. Applicability of Policy

This Code of Conduct is applicable to all USFHA Affiliated Individuals. "Affiliated Individuals" include, but are not limited to, USFHA Individual and Organizational members, USFHA National Team Coaches and Athletes, members of USFHA's Board of Directors (the Board of USFHA), officers, committee members, task force members, hearing panel members, employees, contractors and volunteers.

2. USFHA Expectations

USA Field Hockey requires that all USFHA Affiliated Individuals read the comprehensive Code of Conduct and abide by these important rules and policies as part of their employment, volunteering, membership and participation.

The following rules/regulations must be followed:

It is only through such conduct that our sport can continue to earn and maintain a positive image and make its full contribution to amateur sports in the United States and around the world. USA Field Hockey supports the following behaviors for those who participate in the sport or are involved in any way with USA Field Hockey. The following essential elements of the "Code of Conduct" must be followed:

- a. Sportsmanship and teaching the concepts of fair play are essential to the game and must be taught at all levels and developed both at home and on the field during practices and games.
- b. The value of good sportsmanship, the concepts of fair play, and the skills of the game should always be placed above winning.
- c. The safety and welfare of the players are of primary importance. All Participants will abide by and be bound by this Code of Conduct and applicable USA Field Hockey Bylaws and Code of Ethic. Members, coaches, athletes and umpires are subject to the jurisdiction of the U.S. Center for Safe Sport and agree that any sanctions imposed by the Center extend to participation in all USA Field Hockey events or activities. Minor Athlete Abuse Prevention Policies (MAAPP) and the SafeSport rules, policies and procedures promulgated by the U.S. Center for Safe Sport also apply and may be amended from time to time.
- d. Coaches must always be aware of the tremendous influence they have on their players. They are to strive to be positive role models in dealing with young people, as well as adults.
- e. Coaches should always demonstrate positive behaviors and reinforce them to players, parents, umpires and spectators alike. Players should be specifically encouraged, and

positivity reinforced by coaches to demonstrate respect for teammates, opponents, officials and spectators.

- f. Players should always demonstrate positive behavior and respect toward teammates, opponents, coaches, officials, parents and spectators.
- g. Coaches, players, parents and spectators are expected to demonstrate the utmost respect for umpires and reinforce that respect to players/teammates. Coaches are also expected to educate their players as to the important role of umpires and reinforce the ideal of respect for the umpire to players/teammates.
- h. Grievances or misunderstandings between coaches, umpires or any other parties involved with the sport should be communicated through the proper channels and procedures, never on or about the field of play in view of spectators or participants.
- i. Umpires are professionals and are therefore expected to conduct themselves as such and in a manner that demonstrates total impartiality, courtesy and fairness to all parties.
- j. Coaches and spectators involved with the game must never permit anyone to openly or maliciously criticize, badger, harass or threaten anyone, including umpires, coaches, players, parents or opponents.
- k. Coaches and Umpires must be able to demonstrate a solid knowledge of the rules of field hockey and should adhere to the rules in both the letter and the spirit of the game.
- l. Coaches should provide a basic knowledge of the rules to both players and spectators within his/her program. Attempts to manipulate rules in an effort to take unfair advantage of an opponent, or to teach deliberate unsportsmanlike conduct, is considered unacceptable conduct.
- m. Eligibility requirements, at all levels of the game, must be followed. Rules and requirements such as age, previous level of participation, team transfers, etc, have been established to encourage and maximize participation, fair play and to promote safety.
- n. Coaches receiving a red card from an umpire during game play at a USA Field Hockey event or Sanctioned event are considered in violation of the Code of Conduct and will be subject to the stated consequences in the USA Field Hockey Tournament Rules and Regulations, in addition to the disciplinary actions stated below.

Additionally, USFHA mandates that members and stakeholders behavior and use of facilities is safe and respectful. The following will not be tolerated:

- a. There will be no possession or use of alcoholic beverages at the host site by anyone under legal drinking age; or anyone if prohibited by the host site.
- b. There will be no possession or use of prescription drugs or USOPC banned substance unless participant is currently under physician's care and the medication is required for treatment of an illness or injury (documentation is required)
- c. Unacceptable behavior will not be tolerated, including but not limited to:
 - a. Any act considered to be an offense under federal, state, local laws and USOPC or USFHA rules, polices and procedures.
 - i. USFHA prohibits that any individual who is an employee, contractor or agent of USFHA from assisting a member or former member in obtaining a new job (except for the routine transmission of administrative and

personnel files) if the individual knows that the member of former member violated the policies or procedures of the Center related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the U.S. Center for SafeSport

- b. The rules governing fair play and competitive manipulation in the Olympic and Paralympic movement (the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the IPC Code of Ethics, Section 6.1, as applicable)
- c. Vandalism, damaging property, unauthorized use of equipment or property or theft
- d. Unsportsmanlike conduct
- e. Inappropriate horseplay or other misbehavior which physically endangers any person or property

3. Reporting and Resolution

- a. All Code violations shall be reported as soon as possible to the program's director.
- b. Upon notification of a code violation, the program director and appropriate staff members may hold a hearing with the participants involved.
- c. The program director shall have authority to enforce any of the above listed consequences, notifying the participant within at least 24 hours of the hearing.
- d. A recommendation by the program director that the participant be restricted from future programs must be submitted in writing to the USA Field Hockey Ethics Committee, which shall make the final decision.
 - a. Disinterested parties will make up the Ethics Committee and all that have a conflict are asked to recuse themselves. Athlete representation will make up 33.3% of the Committee as per the USFHA bylaws.
- e. The participant has the right to appeal a decision by the Ethics Committee in accordance with the Bylaws of USA Field Hockey.

4. Anti-Retaliation

USA Field Hockey has zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, financial or legal violations, or who cooperate with investigations of those reports. That means no Affiliated Individual may threaten, harass, discriminate against, or take any negative employment (where applicable) or participation related action (e.g., discharge, demotion, suspension, non-assignment, negative review) on that basis.

Any such retaliation can be reported as described above in the same way as any other policy violation. It will be treated as a violation this Policy and USA Field Hockey's Code of Conduct and

may lead to serious consequences including termination of employment or participation for anyone involved in retaliation.

5. Opportunity for a Hearing

In no event shall USA Field Hockey deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without fair notice and an opportunity to a hearing in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws and the USA Field Hockey Complaint Procedures.

6. Code of Conduct Policy Lead

Emily Hewitt (ehewitt@usafielddhockey.com) can be contacted with any questions about this policy. The Ethics Committee and Chair are responsible for this policy and enforcement of this policy.

For Athletes With Questions Regarding This Code of Conduct Policy:

The Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombudsman can also help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the Athlete Ombudsman at:

PHONE: (719) 866-5000

EMAIL: ombudsman@usathlete.org

WEBSITE: www.usathlete.org

You may also report misconduct to the USOPC's Ethics and Compliance Team through the USOPC's Integrity Portal: <https://secure.ethicspoint.com/domain/media/en/gui/53006/index.html>.

I have read and understand and will abide by the USFHA Code of Conduct Policy.

Signature

Date